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Asian Regional Workshop on the
Integration of Women in the
Industrial Planning and
Development Process

Bangkok, Thailand, 5 - 12 July 1984

REPORT*

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INTRODUCTION

The Asian Regional Workshop* on the Integration of Women in the Industrial Planning and Development Process was held in Bangkok, Thailand, from 5 to 12 July 1984. It was organized by the United Nations Industrial Development Organization (UNIDO) in co-operation with the United Nations Economic and Social Commission for Asia and the Pacific (ESCAP), as one of a series of UNIDO workshops to promote the integration of women in industrialization.

The objective of the workshop was to promote the integration of women in all levels of industrialization by:

(a) increasing awareness of the human resources available of which the women's component is largely unrealized, and understanding of their potential contribution to industrial development;

(b) identifying opportunities, together with ways and means of realizing those opportunities within an acceptable time frame, for increased and more effective participation at all levels in the planning and management of industrial development, in particular increased participation of women in the development of small-scale industries.

ISSUES AND RECOMMENDATIONS

A. FUNDAMENTAL ISSUES

1. Keeping in view the long term economic and industrial potential of the Asian and the Pacific region, the contribution of women, be it in the formal or informal industrial sectors, cannot be overlooked. Furthermore progress in economic development will be directly related to full and effective integration of the women in economic activities. However, within the region women face a host of obstacles, ranging from inappropriate education and training to limited employment and income-earning opportunities. In current economic planning, women's potential contribution is not fully taken into account. Although the number of women working in Asian industry has more than doubled over the last two decades, they are mostly concentrated in a narrow range of low-income occupations, with inferior terms and conditions of work as well as little opportunity for advancement.

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* This Workshop was co-funded by a contribution from the Norwegian Government.

- Limited range of employment opportunities
- Harmful and unrewarding working conditions both in traditional industries and large-scale assembly industries
- Lack of support services for women employed in industry
- Insecurity of employment and poor prospects for advancement
- Lack of training in scientific and technical disciplines
- Lack of training in broad based production and managerial skills
- Lack of support and advisory services for small industrial enterprises
- Difficult access to resources, especially finance and credit facilities, and the means of production
- Strong cultural bias against women's involvement in non-traditional industrial activities

ESCAP Social Development Division - Programme of Work in Relation to Women's Issues

9. Ms. N. Viviani, Chief, Social Development Division, outlined the recent programme of work of the Division on women's issues. Ms. Viviani summarized the results of the recent review and appraisal of the achievements of the UN Decade for Women in the ESCAP region held at ESCAP's 40th session in Tokyo. The papers presented at this meeting had gone some way towards revealing the extent of women's existing contribution to national economies. Under ESCAP's regional programme research, training and advisory services were being implemented through the projects funded by the UN Voluntary Fund.

UNIDO - Programme of Work in relation to Women's Issues

10. Ms. Bärbel Chambalu, Co-ordinator for the Integration of Women in Industrial Development, presented a paper which described recent activities in UNIDO designed to secure greater involvement of women in industrial development. The establishment of a focal point in UNIDO was intended to co-ordinate and develop technical co-operation projects designed to facilitate the integration of women. Preparations were underway for the 1985 World Conference to review and appraise the achievements of the UN Decade for Women. UNIDO was increasing its training activities with special reference to the needs of women and a major initiative was underway to develop modular curricula for women managers at all levels in industry.

CHAPTER III. THE PROCESS OF INDUSTRIAL PLANNING

The Process of Industrial Planning, by Mr.M.V.Hogg, Industrial Planning Consultant and Workshop Director

11. The planning process is primarly concerned with the allocation of resources to meet certain defined objectives or needs, taking into account the constraints in development and the availability of resources and delivery systems. A development plan must provide an overall strategy and clearly define objectives and priorities, so as to provide a framework for planning sectoral programmes and specific projects. Plans should decrease uncertainties for industrial investors and accordingly should incorporate a carefully organized information or consultation programme with interested agencies and with potential beneficiaries. The planning process is based on three interrelated activities:

(i) awareness of the facts of a situation;
(ii) assessment of their causes and the desired changes;
(iii) action (individual and group) to close the gap between the two

This three step approach is the difference between participatory, 'bottom-up' planning and a centralized 'trickle-down' approach. The success of a planned programme depends not only on the quality of its content, but also on how well it fits the purpose of the responsible organization and the abilities of its staff. In any development programme or project, communication with people becomes the lifeline of the entire development process - progress depends on its efficacy.

CHAPTER IV. ECONOMIC AND TECHNICAL CO-OPERATION AMONG DEVELOPING COUNTRIES (ECDC)

12. Participants were introduced to the range of co-operation activities supported by UNIDO's programme for ECDC. The four principal spheres of possible co-operation were outlined, viz.

- industrial development policies, strategies and planning;
- industrial manufacturing and its elements: finance, technology, engineering and design, capital goods, human resources.
- institutional infrastructure for industry including research and development, engineering and design consulting, vocational training and academic institutions
- physical infrastructure for industry.

The UNIDO programme for TCDC has five mutually supporting components:

- organization of solidarity meetings aimed at benefitting least developed countries;
- promotion and development of joint programmes for specific industrial sectors;
- organization of regional consultations and follow-up to the system of consultations for TCDC;
- exchange of experience and information on development, adaptation and transfer of technology;
- support measures to the Caracas Programme of Action of the Group of 77.

CHAPTER V. FOURTH GENERAL CONFERENCE OF UNIDO

13. Mr. M. A. Siddiqui, Senior Industrial Development Field Adviser and Special Representative of the Executive Director to ESCAP, briefed participants on the preparations for the Fourth General Conference of UNIDO.

2. In most Asian developing countries strong, social and cultural prejudices against women and sex-based stereotyped images persist, which largely confine women to subordinate and fixed roles, especially in relation to their participation in industrial activities. Such attitudes give rise to discrimination against women in their access to employment and in the terms and conditions under which they work. Many women are consequently deterred from departing from traditional dependent roles and seeking entrance into higher positions of responsibility and influence. Furthermore, the existence of discrimination has delayed recognition of women's contributions made in the family, the local community/economy and society. Socio-cultural conditions further inhibit the use of some readily available technologies by women which would help to integrate them more fully.

3. Women's present social status limits their participation in non-traditional activities especially in industry. It further obstructs their use of incentives and assistance offered by key development institutions, such as industrial promotion agencies, training and financial institutions, and even hinders women's use of available technologies which would facilitate their integration in development.

B. POLICY FRAMEWORK

1. Governments have a responsibility to provide a clear policy framework for dealing with priority development issues. Consequently, the accelerated integration of women in industry should become an integral part of national industrial policies and strategies.

2. Industrial development policies and national plans for the development of the industrial sector should take account of women's existing roles and conditions and should provide strategies for increasing women's participation at all levels in industry and for improving the conditions of their participation.

3. Governments are urged to abolish any laws, rules or regulations which discriminate against women and to ensure that women have equal opportunities and conditions in employment. Special attention should be paid to the terms and conditions of employment offered by industries with a substantial female component of the labour force, especially in large scale enterprises. Minimum health and safety standards should be enforced particularly in small-scale enterprises. Resources should be allocated to prepare women for increased participation in non-traditional occupations and in decision-making roles through training and appropriate support measures. These support measures should include facilities, such as child care centres, as well as housing and transport wherever appropriate.

4. Women's organizations, trade unions and other non-government organizations have a responsibility to monitor national policies and planning activities and to assess their impact on women. Women's organizations should actively represent women's interests and concerns to policy-makers, planners and employers so that such decision-makers are fully aware of women's multiple roles, real conditions and existing contribution to society.

5. Women's organizations also have a vital role in the creation of consciousness and awareness amongst the women of the protective legislations operative in the country and the rights and facilities flowing to them as a result. The organization of women workers into unions may well be appropriate steps towards improving working conditions and the welfare of women employed in industry. Women themselves should recognize their responsibility to contribute to this process through their full participation in and support for concerned organizations.

6. There is an urgent need to increase women's involvement in key professional, managerial and technical roles in all major industrial and development organizations, such as government, large public and private sector enterprises, smaller enterprises, research and training agencies and in the financial and commercial sectors. There is a need to devise strategies and programmes at the international, regional, national and local levels to increase the numbers of qualified women in these areas.

7. Governments are requested to take appropriate measures (a) to increase training opportunities for women, inter alia, by expanding the number of formal vocational schools, polytechnics, specialized colleges as well as non-formal training centres,where skills and technologies would be combined with non-formal education; (b) to expand the incentives, special programmes and scholarships offered to deserving women students; (c) to establish linkages between industries and the national education and training institutions system to bridge the gap between learning and practice and promote the role of the private sector in contributing to short-term training courses; (d) to provide vocational guidance and career counselling to women to assist them in preparing for gainful industrial employment; and (e) to establish training institutes for women entrepreneurs and managers.

8. Governments are requested to ensure that women have equal access to resources (especially finance) and the means of production, so that women entrepreneurs do not suffer a disadvantage in project development and implementation.

9. Governments are requested to encourage the development of technologies appropriate to the needs and situation of women and should closely monitor the progress of technological change in industry and assess its impact on women's roles and conditions.

10. Governments are requested to ensure that existing policies and policy instruments for the development of small-scale industries take into account the interests of women as existing and potential entrepreneurs with special attention to improving their access to incentives and other measures.

C. INDUSTRIAL PLANNING AND DECISION MAKING

1. The planning process

1.1 The industrial planning process is a key instrument used by Governments of developing countries to allocate, orient and manage national resources for the achievement of socio-economic objectives and priorities in the industrial sector and for the implementation of the industrial policy framework. Industrial planners should fully take into account the productive contributions which women actually make and assess the impact of industrial plans and projects on the roles and conditions of women.

1.2 A key factor of success of the industrial planning process is the full involvement of the prime actors in plan implementation in the formulation of industrial plans. Women as producers, consumers and agents of change are generally not so involved thus are deprived of their rightful roles and contributions to industrial development.

2. Participation of women in the industrial planning

2.1 National planning procedures should provide for consultation not only with concerned institutions and implementing agencies at all levels but also with local communities and women's organizations in order to take into account the specific interests, needs, conditions and capacities of women in the formulation of the national industrial plan.

2.2 Planning procedures at national and local levels should provide for the widespread dissemination of industrial plans, objectives and priorities with special reference to the needs and contributions of women.

2.3 When identifying and designing large key industrial projects, governments are requested to assess the impact of these industrial units on the employment of women and should provide facilities and services to improve their working conditions: viz.child care, health and safety standards, housing and transport facilities.

3. Data on women in the industrial information system

3.1 Governments are requested to include in their industrial information systems the collection of data on the existing and potential contribution of women to the industrialization process, their contribution outside the market economy, and the impact of industrial development on their roles and conditions.

4. Specific studies on the role of women in industrial development

4.1 Governments are requested to undertake or/and sponsor studies on the application, enforcement and effectiveness of existing protective legislation, and on the impact of industrial development and technological change on women and on their potential contribution. The results of these studies should provide inputs to the industrial planning process.

5. Contribution of women to the promotion of industrial projects

5.1 There are relatively few women industrial promotors and entrepreneurs. Often women do not have access to capital and credit facilities and are isolated from key support institutions, such as industrial promotion, training and assistance agencies.

5.2 Industrial promotion and assistance agencies, extension services, and NGOs should assist existing and potential women entrepreneurs to identify industrial projects, to prepare 'bankable' projects, to negotiate with the financing institutions and should also assist in the implementation process by providing technical assistance and training services.

5.3 Industrial promotion agencies and NGOs should directly address women's groups and organizations to provide women, particularly at the local level, with basic information on and familiarize them with access to existing services, incentives and sources of assistance.

6. Monitoring and Evaluation

6.1 The industrial planning process occurs in a complex and changing environment with many uncertainties. Individual projects are geared to specific objectives, but may also result in wider changes, in particular among women. There is therefore a need for continuous monitoring and adaptation of industrial plans and projects and for closer integration of formulation and implementation activities within the industrial planning process.

6.2 Industrial planning and promotion agencies should incorporate monitoring and evaluation techniques within their work programmes in order to assess the impact of industrial development plans and projects on a continuous basis and as a means of adapting /adjusting those plans and projects to further the integration of women at all levels of industrial development.

6.3 At the international and regional levels, United Nations agencies such as UNIDO, UNCTC/INSTRAW and ILO should assist in the monitoring and evaluation of international trends and developments having an impact on women in the industrial sector. Such assistance could take the form of research activities, information, dissemination workshops and expert group meetings.

D. PRIORITIES FOR ACTION

1. Technology

1.1 In national plans for development of science and technology women, as users and agents of change, are often overlooked thus depriving them of their rightful role and hindering their participation in industrial development. It is only when women are involved in planning and decision-making processes on science and technology that women can fully benefit from the available technologies or minimize any adverse effects on their lives.

1.2 Women's consciousness and capabilities as users should be enhanced through better dissemination of and access to information on existing, indigenous technologies. There is a need for increased exchange of information and training on the nature of technologies and training facilities or services for women at local, national, regional and international levels within the framework of ECDC/TCDC co-operation. NGOs in close co-operation with relevant government agencies should undertake networking functions and establish linkages with regional organizations, such as the Asian Alliance of Appropriate Technology Practitioners (APPROTECH ASIA), ESCAP, as well as with international agencies, such as the United Nations Centre for Science and Technology for Development and UNIDO.

1.3 Women's needs as users should be considered in designing equipment and production processes, it is therefore necessary to involve them in all stages of project development including feasibility studies, design and development and extensive field testing of new and adapted technologies.

1.4 Proven technologies should be widely disseminated and made available by governments and non-government organizations, especially to women in rural areas. At the same time, initiatives by women to upgrade and improve traditional technologies should be encouraged and assisted by local science and technology institutes wherever possible. Effective strategies for popularizing such technologies include setting up demonstration centres (to be funded by governments in collaboration with women's organizations and with bilateral and multilateral agencies) and making available simplified interpretations of the mode of technology application through mass media, such as pamphlets, radio, videotapes, mobile teams of technologists, mobile exhibitions/demonstrations, and audio-visual materials appropriate to rural areas.

1.5 Equally important is the need for government and private sector organizations to identify technologies, either conventional (**e.g.** food processing) or non-conventional (**e.g.** solar driers), which could be used by women in rural, as well as urban, areas to generate income and improve their quality of life. Among the considerations to be taken into account in developing and introducing such new technologies should be women's needs for labour-saving devices, technology for humanity (sanitation, water purification, food and nutrition, health) and other quality-of-life improving technologies, thus providing opportunities for women to engage in income-generating and developmental activities. Once technologies have been introduced, there is a concurrent need to train women in maintenance and repair skills.

1.6 Women are more vulnerable than men to displacement from employment by the application of new technologies in industry because of their concentration in low skill, assembly/production tasks. Every effort should be made at national and plant levels to anticipate such displacements and prepare the women concerned for alternative employment through retraining etc. At the international level UNIDO should carry out research studies in preparation for an expert group meeting on women and industrialization in relation to their participation both in the industrial work force and at policy and decision-making levels and the effect of changes in industrial technology and industrial restructuring/redeployment on women's employment opportunities. This meeting would be held by UNIDO in collaboration with other concerned UN agencies such as UNCTC, UN Centre for Science and Technology for Development, ILO, with a view to preparing guidelines on measures to minimize the negative impact of such changes on women in industry.

2. Training

2.1 Training opportunities for women in the field of industry are insufficient and largely limited to their traditional occupations. Further, the existing training programmes do not take into account the special needs and interests of women in industry. In the light of this situation and the need to increase the awareness of decision makers of women's potential contribution to industrial development, it is recommended that:

2.2 Governments and women's organizations are requested to take steps to identify women's training needs so as to give them access to a wider range of skills and occupations. Training courses should be designed to cater for women's needs, and training institutions have a responsibility to facilitate women's access to training opportunities;

2.3 Governments are requested to ensure that promotion/extension officers are trained in the basic aspects of project development and industrial management and that they are made aware of the need to integrate women more fully;

2.4 Women's organizations have a major role in initiating projects; they should ensure their representatives are properly trained in leadership and project implementation, and skills, so as to support initiatives by local community groups and potential entrepreneurs.

2.5 Governments, private sector enterprises and concerned organizations are requested to take account of the need to upgrade the industrial skills of women workers or retrain them at the plant level, so as to assist in the process of adjusting to changes in production methods, introduction of new technologies, and redeployment of production capacity in the face of changing demand.

2.6 Women's entry as entrepreneurs into the industrial sector requires the support of adult training programmes to reinforce basic educational skills for management and business practices.

2.7 Training institutions are urged to evaluate on a continuing basis the impact of training programmes on women's participation in terms of professional mobility and interpersonal relations.

2.8 Regular review and updating of vocational curricula at various training institutions should be carried out to meet the demands of technological change. This revision of curricula should be implemented by governments with consultation and advice from the private sector, NGOs, including women's organizations, and trade unions.

2.9 Trainers need to be provided with appropriate training materials to assure multiplier effects for involving the greatest number of women in the production and appropriate application of technologies. In order to ensure adequate motivation and quality of training governments should provide trainers with adequate financial incentives.

3. Opportunities for women in small-scale industries

3.1 Small-scale industries represent a good entry point for women into the industrialization process, particularly outside the main urban centres. First, small-scale enterprises constitute the largest share of industrial units by number and play an important role in the development and dispersal of employment opportunities. Second, small-scale enterprises which satisfy local demand offer new opportunities for generating income for women who have lost traditional earning activities through the introduction of more capital intensive technologies and the modernization of agriculture. Third, the scale of investment required for small-scale industrial entrepreneurs is more adaptable to the limited financial resources or credit facilities which most women can gain access to.

(a) Finance

3.2 Many small-scale industrial enterprises are short of capital; and most entrepreneurs believe this to be their main problem. This may well be so because either an enterprise is undercapitalized or available financial resources are not properly utilized. Most small enterprises find it difficult to raise capital or secure access to credit facilities and women entrepreneurs face additional difficulties. Women often have limited access to existing sources of credit because their present social status diminishes their credibility as potential borrowers. Many women also lack any means of providing security or collateral.

3.3 Financial agencies and development institutions should take into account the disadvantages under which women find themselves as entrepreneurs and which obstruct their access to and utilization of credit facilities. Special measures should be taken to make women aware of the financial assistance potentially available to them and the sources of such assistance. In addition, special assistance should be given to women to help them deal with the procedural formalities of securing credit and other forms of financial assistance for industrial activities.

(b) Marketing

3.4 The marketing of goods is a competitive activity and requires a considerable degree of sophistication and salesmanship for products of small enterprises to get the attention of buyers. Small-scale industrial enterprises often do not have the skills and resources necessary to sell their products in volumes sufficient to cover their overheads.

3.5 A ready market for small-scale industrial enterprises, particularly those producing equipment, consumables and other supplies, exists with the government and its various agencies. Purchase orders for such general supplies could greatly increase the markets readily available and could even provide a financing mechanism through the use of the purchase orders as collateral for credit.

3.6 Governments and women's organizations are requested to encourage public sector agencies to procure their supplies from small-scale enterprises. Wherever possible groups of small-scale producers should combine to supply large volume orders.

3.7 Recognizing the difficulty of small-scale entrepreneurs going outside their immediate environment to seek markets for their products, women's organizations and other NGOs should also work with government agencies handling industrial development and market promotion, in mounting events that would bring potential buyers to the small entrepreneurs' locality. Such events could be combined with the delivery of other services to small-scale entrepreneurs in product design and product adaptation to meet the changing demands of the market - both domestic and foreign.

3.8 While such an initiative does not necessarily need any major institutional framework, it would require a commitment on the part of the women's organizations and other interested parties to support small-scale industries with their collective effort and attention.

(c) Management

3.9 Key factors of success for small-scale industries include their ability to assess the market, to identify distribution channels, to negotiate with purchasing organizations, to control costs, to establish prices, to manage relationships with financing institutions and to organize effectively their production. Small-scale entrepreneurs, and women in particular, have rarely received a formal business education in these areas.

3.10 Government and non-governmental training institutions are urged to assess the needs of women entrepreneurs in basic management skills and design/adapt their training programmes, methods and materials to meet these specific needs. Training should be oriented to improving practical management skills to meet day-to-day business requirements particularly in the following areas: investment, financing, costing, pricing, book-keeping, marketing, shopfloor production management, maintenance and quality control.

3.11 Financing, distribution, purchasing and other concerned organizations, which have comprehensive management systems, are urged to help upgrade the relevant skills of their small-scale client entrepreneurs, in particular women, whenever they engage in business activities with them.

(d) Information

3.12 Small-scale industrial enterprises and their entrepreneurs tend to have limited resources and time for information-gathering yet they need to have ready access to many different types of information viz. legislation, rules and regulations, standards, sources of practical assistance and services, incentives, as well as market data, prices, sources of raw material supplies,

and other commercial information. Women entrepreneurs, especially those developing project proposals and those living outside major urban centres, face additional difficulties. Their relative isolation from sources of information and reference points, and their unfamiliarity with business practices limit their access to such essential information.

3.13 Industrial promotion agencies and women's organizations should assist existing and potential entrepreneurs to gain access to essential commercial and business information concerning both domestic and export markets. Special measures should be taken to make women aware of sources of information and reference services, to facilitate their access and use of existing/published data.

(e) Joint Activities

3.14 Existing and potential women entrepreneurs frequently have difficulty in gaining access to and utilizing resources and support services provided by established industrial development agencies and associated institutions, especially financial institutions.

3.15 Women's organizations with the particular aim for encouraging women to participate in small-scale industries should take the initiative to create local industry associations and/or groups of entrepreneurs to help meet their business development needs, by functioning as contact points for entrepreneurs and the development agencies, and as a means of exchanging experience between entrepreneurs. Governments are requested to support such initiatives and make available technical assistance to establish these organizations. Such associations should form functional links with financial and industrial promotional agencies and provide assistance with marketing arrangements, including subcontracting and distribution. Such associations could be self-funding from the income arising from the services supplied.

E. FOLLOW-UP TO THE WORKSHOP

1.1 On the occasion of the World Conference to review and appraise the UN Decade for Women to be held in July 1985 in Nairobi, UNIDO is requested to organize an informal contact group of representatives of the delegations of the participating countries in the Asian workshop to review progress in the workshop's recommendations.Participants from this workshop are urged to brief delegates to the World Conference on the conclusions and recommendations of the workshop.

1.2 UNIDO, ESCAP (UNCTC) should bring the recommendations of the workshop to the attention of the Fourth General Conference of UNIDO and other appropriate international meetings and fora.

1.3 Women's organizations in each country should be involved in the preparations for the Fourth General Conference of UNIDO at the governmental level. This could be done by: (a) including a member of the national machinery in charge of women's affairs in national delegations participating in the Conference, or (b) contacting government authorities dealing with the Conference (Ministry of Foreign Affairs, Ministry of Trade and Industry) and briefing them on the issues of concern highlighted in the workshop in areas which are likely to be raised in the Conference.

1.4 UNIDO should take into consideration the integration of women in the design and implementation of all its technical co-operation and study activities, in particular in the area of industrial sector and subsector planning, in the promotion of small and medium-sized industries, as well as in all its training programmes. UNIDO should conduct specific training programmes for women in entrepreneurship and industrial management. To facilitate this approach, priority should be given to the establishment of a data base on women in industry within the secretariat. This will require identification and collection of existing data, studies and research on women's participation in industry from governments, NGOs, (research institutes, foundations and universities) and from within the United Nations system. The necessary financial resources for the above should be allocated on a priority basis.

1.5 UNIDO field representatives should act as facilitators in promoting women's participation in industry by stimulating contacts/co-operation between and among government agencies responsible for industry and women's organization.

(a) Information and Media Programmes

1.6 The UN Department of Public Information and the UNIDO Information Service should give coverage and publicity to the activities of women in the Asian/Pacific region, in all aspects of their participation in industrial development through all media channels including radio and television, professional journals, newspapers and publications related to development.

1.7 Women's organizations should ensure they are included on the mailing lists of all international organizations producing material on women such as UN specialized agencies, the Branch for the Advancement of Women, the UN Department of Public Information and the International Women's Tribune Centre in order to disseminate this material at the local level.

CHAPTER I. ORGANIZATION OF THE WORKSHOP

1. The workshop was attended by 16 participants[1/] from Bangladesh, China, India, Indonesia, Pakistan, the Philippines, Sri Lanka and Thailand and observers from ESCAP/UNCTC Joint Unit on Transnational Corporations, representatives of UNCTC New York and UNDPI, New York.

2. The workshop was opened by the Deputy Executive Secretary of ESCAP, Mr. Koji Nakagawa. In his opening statement, the Deputy Executive Secretary said national policies for the integration of women cannot be translated into action programmes for achieving national goals of equity and justice if there were no women leaders throughout the broad spectrum of policy formulation and programme design. Educated and talented women had not been encouraged to seek management roles in public or private sectors and women had not enjoyed the incentives and opportunities available to men in terms of education and career advancement. The Deputy Executive Secretary stressed that ways had to be found to incorporate women's practical experience into mutual socio-economic development programmes and noted that no country in the ESCAP region had become highly developed without the integration of women into development process.

3. In his address, on behalf of the Executive Director of UNIDO, Mr. M. A. Siddiqui, UNIDO Senior Industrial Development Field Adviser and Special Representative of the Executive Director to ESCAP said that the important considerations of equality, justice and dignity, together with economic pressures, demanded that women's potential for furthering the prosperity of developing countries be encouraged. Since planning was the foundation of effective management, women's participation in the industrial development process should start from that point. Increasing awareness amongst policy-makers, planners and administrators of women's potential, and the necessity of including women in the planning process and the formulation of strategies and policies, were essential steps to helping women expand from their traditional roles and participate in the mainstream of industrial development activity.

4. The participants of the workshop decided that the workshop would be chaired by each of the countries represented in rotation. Thailand chaired the first plenary session and China the last. The working groups were chaired by Bangladesh and Pakistan. Ms. Lakshmi Perera, Sri Lanka, was appointed as rapporteur for the plenary sessions of the workshop and drafting committees were appointed for each of the working groups.

5. The provisional agenda was adopted by the workshop.[2/] The proposed programme of the workshop was adopted. The programme consisted of:

- presentation of papers commissioned by UNIDO
- country statements and discussion of country experience
- group discussion of key issues
- presentation of working group reports
- conclusions and recommendations

1/ A list of participants is attached as Annex I
2/ The agenda is attached as Annex II

CHAPTER II. WOMEN IN RELATION TO INDUSTRIALIZATION

Presentation of papers and discussion of country experience

"Basic issues - women's integration in industrial planning and development" by Mr. M. V. Hogg, Industrial Planning Consultant and Workshop Director

6. Development strategies increasingly reflect a proper concern for growth with equality and for social development and change to sustain the process of growth through greater participation. As awareness of the extent and persistence of discrimination against women has grown, so has understanding of women's multiple roles and real contribution. Yet development strategies and their agents have too often themselves discriminated against women's interests and their effective participation while socio-cultural attitudes have limited women to fixed stereotyped roles. A fundamental change in attitudes in society as a whole and amongst women is a prerequisite to reform. Improved access to education, training resources, the means of production and to employment or other income earning opportunities is essential, if women are to participate more fully in development and have greater freedom of choice as to how they make their contribution. Planners and decision-makers need to be sensitized towards women's present roles and conditions as well as to their potential contribution, prior to the establishment of more formal mechanisms to further women's interests.

"Women in industrial development in Asia" by Ms. Malee Suwana-adth, Regional Consultant

7. Within Asia there is great diversity of religion, culture, socio-political systems, resource endowment and consequently of patterns of development. While generalizations concerning women's roles and situation are rarely valid, some characteristics of women's position are common across a number of Asian societies. Women's status is often low in the face of strong cultural prejudices and rigidities, while the economic situation of many women has deteriorated under the pressure of population increase on land and other resources and increasing economic hardship. At the same time in the newly industrializing developing countries, many urban women have found industrial employment in large-scale assembly or export processing plants under unfavourable terms and conditions. While these opportunities have been limited to a narrow range of low income jobs, difficulties through health hazards, lack of supporting services, low levels of skill transfer, and poor prospects of advancement have detracted from effectiveness of women's participation. On a broader scale, and particularly for women in rural areas, there is a great need for alternative income-earning opportunities and consequently for appropriate technical, financial and other support measures.

8. Discussion of country experience revealed that many Asian countries had already established machineries and support programmes to increase and facilitate women's integration in industrial activities. The difficulties which women still face included:

It was noted that many issues being considered by the workshop were of relevance to the items on the provisional agenda for the Conference. Of particular interest were the items on human resource development, technological capabilities of developing countries, mobilizing financial resources for industrial development, and world industrial restructuring and redeployment, rural development and food self-sufficiency and economic co-operation among developing countries.

14. It was noted that in trying to assist developing countries in achieving their industrial development objectives in the face of the current world economic crisis, the conference would lead to the consideration of new strategies, policies and programmes. Since women were prime contributors as well as beneficiaries of the process of industrial development, it was important that their perceptions of development and their views concerning priorities and elements of change should be taken into account in the adoption of new industrial development strategies.

CHAPTER VI. DISCUSSION OF KEY ISSUES

15. A number of key issues were identified and discussed in plenary session or referred to working groups for in-depth discussions. These were organized as follows:

(a) Development plans and priorities
(b) Technology and training
(c) Opportunities for women in small-scale industries.

16. The experiences of the participating countries were taken into account and proposals were made for national development strategies and programmes, and also for regional and international programmes for the full integration of women in the industrial planning and development process. These proposals were considered by the workshop in plenary sessions.

CHAPTER VII. ADOPTION OF THE REPORT AND CLOSING OF THE WORKSHOP

17. The record of the proceedings and the recommendations of the workshop having been agreed and accepted by the participants and there being no other business, the workshop was closed by Mr. V. J. Ram, Chief, ESCAP/UNIDO Division of Industry, Human Settlements and Technology.

LIST OF PARTICIPANTS

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Mr. Robert Cox, Information Officer, Public Information Section, Division of Conference Services, Public Information and External Relations

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Ms. N. Townsend, Human Settlements Section, ESCAP/UNIDO Division of Industry, Human Settlements and Technology

Mr. M. S. Haeri, Economic Affairs Officer, ESCAP/UNIDO Division of Industry, Human Settlements and Technology

Ms. Yumiko Saito, Social Affairs Officer, Social Development Division

AGENDA

1. Opening of the workshop
2. Election of officers: - Chairman
   - Vice-Chairman
   - Rapporteurs
3. Adoption of the agenda
   - Review of purpose of the workshop
   - Items for consideration
   - Programme of work
4. Women in relation to industrialization
   (i) Basic issues - women's integration in industrial planning and development
   (ii) Women in industrial development in Asia
5. Industrial planning and programming
6. Fourth General Conference of UNIDO
7. Economic and technical co-operation among developing countries
8. The appointment of working groups and approval of programme of discussions:
   Group I - Technology and training
   Group II - Small-scale industrial enterprises and their opportunities for women
9. Reports of the working groups
10. Adoption of the report of the workwhop
11. Closing of the workshop

LIST OF DOCUMENTS

ID/WG/424/1	Provisional agenda
ID/WG/424/2	"Basic issues - Women's integration in industrial planning and development, by Mr. Martin V. Hogg, Industrial Planning Consultant and Workshop Director
ID/WG/424/3	"Economic co-operation among developing countries", by the UNIDO secretariat
ID/WG/422/3	"The process of industrial planning", by Mr. Martin V. Hogg, Industrial Planning Consultant and Workshop Director
ID/B/312	"Integration of women in development", Report by the Executive Director of UNIDO to the Industrial Development Board
A/CN.11/AC/1/IV/4	Report of the Ad Hoc Panel of Experts on Science and Technology and Women, South Hadley, Massachusetts, USA, 12-16 September 1983, to the UN Advisory Committee on Science and Technology for Development
ID/251	Women and industrialization in developing countries UN, New York, 1981
UNIDO/ICIS.165	Women in the redeployment of manufacturing industry to developing countries. UNIDO working paper on structural changes, No. 18, July 1980
UNIDO/IS/391	Women in the development of textile and food processing industries, 16 June 1983
ID/CONF.5Series	Fourth General Conference of UNIDO - Issue Papers

Conference Room Papers

CRP/424/1	Programme of discussions for working groups
CRP/424/2	Provisional list of documents
CRP/424/3	Background material circulated for the benefit of participants in relation to the deliberations of Working Group II - Opportunities for women in small-scale industries
CRP/424/4	Background material circulated for the benefit of participants - Women and the Media, UN. New York, 1982
CRP/424/5	CEPAL, Women and Development, Guidelines for Programme and Project Planning, UN Santiago de Chile, 1982
CRP/424/6	Country Statement of Thailand
CRP/424/7	Country Statement of Sri Lanka
CRP/424/8	Country Statement of China
CRP/424/9	"Women in industrial development in Asia", by Dr. Malee Suwana-adth, Regional Consultant

WOMEN IN RELATION TO INDUSTRIAL DEVELOPMENT IN ASIA - AN OVERVIEW

1. Introduction

1.1 Asia is a vast continent of immense scale and diversity in human as well as in physical resources, and of deep contrasts in the socio-economic, cultural and political responses revealed in the region's rich history. As a result generalizations about its character and attributes at one level are rarely meaningful and yet at another similarities between countries are often apparent. Participation of women in industry in Asia is greater than in either Africa or Latin America with women accounting for some 29 per cent of the industrial work force in Asia as against less than 20 per cent in Africa and 15 per cent in Latin America. But there are significant differences between countries: in middle income countries in Asia women average almost 32 per cent of the industrial work force, in low income countries much less.

The pattern and nature of industrial development in Asia is similarly complex and varied. On the one hand rapid industrial progress in the last three decades by a group of newly industrializing countries has transformed their overall economic performance and caused far-reaching socio-economic changes for the majority of their populations and especially for women. On the other, the traditional, predominant agricultural way of life of the majority in some of the larger countries has been scarcely touched, despite some significant progress towards industrial development during this century: in these countries women's role remains largely unaltered.

2. Industrial strategies and policies in Asia

2.1 The role of government in Asia varies widely in thrust and degree of intervention between the extremes of unfettered market forces and direct control of industrial investment supported by controlled prices. Production licensing has been used by some governments to supplement their trade, credit and other policy instruments primarily with a view to controlling industrial investment and ensuring the availability of funds conforms with predetermined national priorities and plan targets. In many countries, however, governments take direct responsibility for organizing industrial production as the influence of market uncertainties, lack of private enterpreneurial initiatives, or the demands of large-scale investment in projects of national importance combine to encourage the establishment of public enterprises. In Bangladesh, India, Pakistan and Sri Lanka large-scale government projects initiated in the early phases of industrialization included the establishment of basic metals, heavy engineering and chemical industries with a view to imposing direct control over key productive subsectors and to indigenizing management in those industries. In India public sector investment has been concentrated in areas with strong backward or forward linkages, which also contribute to development of the private sector. Elsewhere particular sectors (such as petrochemicals) have been the focus of efforts to develop specific industrial branches depending on the local resource base. Other objectives commonly pursued within the region have been to promote competition by preventing development of a monopoly position, to encourage or protect small-scale entrepreneurs, and to ensure more balanced regional development.

2.2. One particular strategy - the restriction of imports, and its corollary, the encouragement of import substitution industries - constitutes a part of industrial development strategies in many Asian countries. Some countries, e.g. the Philippines, pursued this policy primarily for balance of payment reasons; others systematically protected their infant industries as part of a longer term strategy for industrial growth beginning with domestic production of consumer goods (non-durables), through consumer durables to intermediate and capital goods. While in the case of Singapore and Korea the import substitution phase was of short duration before giving way to export-oriented development; in Hong Kong exports developed without a previous import substitution phase, although the expansion of exports itself led to import substitution under open market conditions.

3. The present position of women

3.1 Within the long-established and highly developed cultures of Asia, women have come to occupy a traditional, supportive role within society, that is primarily oriented to the needs of the family. Economic development so far has scarcely altered that traditional role, at least for the majority who live in rural areas. The family as an institution remains very strong and women's multiple roles frequently include manual labour in agricultural production as well as bearing and raising children, supplying basic needs and survival tasks. Amongst such women interest is focused on basic needs, access to education and increased income-earning opportunities. But the rigidities imposed by religion, culture or social tradition heavily constrain women's opportunities for increased participation in economic activities, especially in the rural areas of very large economies, such as India and China.

3.2 Within many Asian countries there are encouraging signs of the beginning of a change in attitudes. These are most often associated with the growth of urban concentrations of population and the spread of 'urban' attitudes and activities to smaller provincial centres and towns. In some cases, as in Thailand, women as well as men hardly have a choice as to whether they migrate to the cities in search of work, so great are the economic pressures as well as the 'pull' factors. Elsewhere, as in Bangladesh or South Korea, periods of conflict or social upheaval have altered women's position irretrievably, breaking the mould of traditional occupational patterns.

3.3. Within the newly industrializing countries many more opportunities for employment for women have come in labour-intensive industries, such as textiles and electronics. In South Korea, Taiwan, Malaysia, and Singapore much greater participation has followed from the demands of large-scale industries for cheap unskilled or semi-skilled labour. But it appears that increased employment opportunities alone have not necessarily improved the well-being of women. Better working conditions, terms of employment, support services and facilities, protection against health hazards and sexual discrimination are also necessary for increased and more effective participation. There is, for example, widespread concern at the situation of many young women working in assembly industries, especially in export-oriented industries where tasks are repetitive, dehumanizing and in some cases injurious to mental and physical health. Thus even in the newly industrialized countries prejudices and stereotypes, when combined with new social and industrial policies, have continued to limit women's participation in industry.

A SUMMARY OF BASIC ISSUES

1. Only in the last decade has women's participation in the development process become an issue of major concern. Some three or more decades of development efforts have brought very uneven progress amongst developing countries. Within their societies the needs of the majority have all too often been neglected; problems of poverty, illiteracy, malnutrition, unemployment, over-population have increased both in absolute size and in intensity in many countries. Early attempts at industrial development in developing countries brought a concentration of resources in the construction of a capital-intensive, advanced technology sector which has been oriented largely to the needs of urban markets and isolated from the requirements of the majority. The hoped for 'trickle-down' effect from this productive monetized sector has not materialized to distribute wealth and benefits to the majority and to women in particular. Thus of late development strategies have recently come to reflect a proper concern for growth with equality, and for social development and change to sustain the process of growth through greater participation.

2. To this wider concept of development has been added belatedly the perception of existing and latent discrimination against women. While on the one hand their major contributions to local and domestic economies are largely unrecorded and unrecognized, their substantial contributions in the industrial sector are poorly rewarded with few prospects for advancement, especially in those processing or assembly industries where women are in the majority. As awareness and understanding has grown of the present roles and condition of women, the first steps to redress this situation have been taken, not least at the international level.

3. In 1970 the United Nations General Assembly urged the full integration of women in development efforts in the Second United Nations Development Decade. In 1975 the World Plan of Action embodied the principles of equality and effective participation to integrate women's potential contribution in the development process including planning; the improvement of women's status was seen as a basic element in any development process. In 1980 further initiatives which followed from the Programme of Action for the second half of the U.N. Decade for Women recognized the close relationship between the inequality borne by the majority of women and the problems of under-development, and the extent of the historical and cultural influences which perpetuate this inequality. Finally the Convention on the Elimination of All Forms of Discrimination Against Women has reinforced the links between women's issues and development processes particularly in rural development.

4. Within many developing countries initiatives have been taken by governments to translate this international concern into positive action. Some countries have achieved legislative measures to provide women with equal basic rights; others have established machinery at the policy-making or administrative levels to look after women's affairs. In the majority of countries non-government organizations have developed to represent women's point of view and to launch development projects and provide

supporting services. Out of these deliberations and project initiatives has come a greatly increased understanding of the scale and nature of the reforms required to achieve the goal of full, equal participation for women, particularly in terms of employment.

5. It is now clear that the pattern and processes of development in many developing countries over the last half century have been discriminatory in their impact on men and women. Social and economic changes have disrupted traditional economic systems; the breadth and intensity of poverty have increased, so as to give women income-earning responsibilities in addition to their traditional domestic responsibilities. At the same time women's access to resources and opportunities to fulfil these demanding roles has often been reduced by attempts at achieving 'development'. Agents and instruments of assistance have too often discriminated against the interests and participation of women, ignoring women's actual role and substantial existing contribution to family, community and society as a whole. For these reasons there is a pressing need for planners and decision-makers to re-examine economic development policies and their instruments to ascertain their impact on the role and condition of women. This reform of the planning and development process itself will only be carried through with the active and effective participation of women in the process of reform, such is the extent of inertia, bias and conditioning in favour of the 'status quo'.

6. What then is the present role and condition of women in developing countries ? Clearly there are substantial differences between individual countries determined by different environments, cultures amd economic situations. Some common characteristics and trends can be discerned particularly in relation to features of industrial development such as urbanization, the transfer of some manufacturing activities to developing countries, the introduction of 'higher' order technologies, access to education, training and employment opportunities.

7. In many developing countries a major obstacle to increased participation by women is their low status, reinforced by the rigid attitudes maintained by societies towards women. Undoubtedly a fundamental change in these attitudes, amongst women themselves as well as society as a whole, is a prerequisite to reform. While women's roles remain stereotyped and heavily circumscribed by convention, and women adopt an attitude of dependence, their contribution to society will remain largely unrecognized and undervalued. Artificial and unjustifiable distinctions between men and women reflect women's fixed roles and attributes as they are ascribed by society by tradition or habit rather than by conscious decisions. The first step towards changing such attitudes is to raise society's consciousness of women's existing multiple roles and their onerous responsibilities, spanning the provision of daily requirements, basic needs, economic production, social welfare and culture.

8. The domestic role of women remains dominant in most developing societies. Not only do women have to combine child-bearing and the raising of children with the provision of shelter, food, water, clothing and fuel for their families' survival but increasingly they are having to earn income to meet the family's basic expenditure. With the effects of inflation and recession in recent years in many countries a single income is often not sufficient to provide for the basic needs of a simple family household. What is not fully appreciated, however, is the large number of single parent households headed by women who carry the entire responsibility as sole wage earner. A recent survey in Caribbean territories revealed that household headship was almost equally divided between males and females. This situation is not uncommon in many parts of the world, though for different reasons which include visiting and common law unions, customary marriages, migration in search of work, teenage pregnancies, etc.

9. In rural economies this income generation is normally done through subsistence cultivation, or 'in the home' marginal income generating activities, and in urban economies through the informal sector (trading, processing or producing simple consumer items). Even in traditional rural economies where the provision of basic needs is largely outside the monetized market economy, the need for cash incomes has greatly increased in recent decades to meet the demands of education, purchases of manufactured consumer items, and to compensate for the unreliability of subsistance agriculture. Not only this, in many areas of economic activity traditional sources of supplementary income have disappeared with the introduction of specialization and mechanisation in processing industries (e.g. food), displacement of crafts items with mass produced goods, and more organized agricultural production.

10. It goes without saying that while women's responsibilities have increased with this multiplication of roles, the more general economic situation and environment in many developing countries has made these responsibilities harder to fulfil. The lack of accessible potable water, shortages of fuel, vulnerability of food supplies, the pressure of inflation - all conspire to consume an increasing share of women's time and energy and effectively limit the opportunities for other income-earning activities. The significance of those socio-economic factors is such that, when combined with the isolation of the majority of the population (in geographical, social and cultural terms), opportunities for many women, especially those in rural areas far from market centres, to participate in industrial activities are heavily constrained unless special measures are taken to identify, motivate and facilitate their involvement through training, improved access to resources, means of production, etc.

11. Opportunities for women in urban areas are also constrained by the environment and the economic system within which they find themselves. The world-wide pattern of migration of landless peasants to urban areas has resulted from the decline of the agricultural sector and the breakdown of traditional production systems together with the attraction of the cities with the promise of employment in the industrial or tertiary sectors.

In these situations women not only find themselves in a more hostile environment in terms of basic needs, but also are without the skills to compete for employment opportunities often against men. Pressure of population, limited growth of employment in the formal sector, and the breakdown of traditional social support systems combine to place women in a severely disadvantaged position. Even those who are fortunate enough to secure work in the formal industrial sector find themselves in low status, poorly rewarded jobs with working conditions which often conflict with their family responsibilities. Through lack of education and training, and through positive discrimination against women, they are less able to improve their position or to compete for senior, influential positions (in established institutions and organizations) with decision-making roles and so are less able to improve their future prospects.

12. As a result of the rising groundswell of concern at the international level and increased awareness amongst more women through the activities of special interest groups at the national level, in recent years some practical steps have been taken to tackle those problems. The importance of social, political and cultural problems has been recognized and a number of women-oriented development programmes and projects have been launched to try to ameliorate their position. The institutional aspect of these developments has been the establishment of non-government organizations or women's groups and in some countries the creation of special 'machinery' within government to look after women's interests. A variety of women-specific development programmes and projects have emerged, though often backed by limited resources, which have attempted to provide direct support to women in their traditional roles in the fields of welfare, health, etc. Yet these measures, though necessary in themselves, can only ameliorate women's disadvantaged position in the short term. New strategies and measures are necessary to deal with the fundamental issues of displacement of labour through the reorganization of production through commercialization, changes in technology, etc., and loss of access by women to the means of production or survival.

13. Access to employment or other income-earning opportunities is the prerequisite for the integration of women's contribution to development so as to achieve their full participation. This is the prime means of reducing and creating a freedom of choice for individuals as to how they prefer to make their contribution. In this way the needs of households headed by women will be better catered for and the health and welfare of family members will also be improved.

14. In order to make this possible, certain other fundamental changes will also be necessary. Not only will much greater progress have to be made with such basic needs as the supply of potable water and the provision of substitutes for wood as cooking fuels, but improved technology will have to be applied in a low-cost, effective way to increase women's productivity and efficiency in their many household-supporting tasks, so as to create time and energy for women to take advantage of any employment and

income-earning opportunities which can be created. Further, much more strenuous efforts must be made to improve women's access to education and training so as to enable them to compete more effectively with men for jobs created by new or different technologies. The present tendency for women to drop out of formal education systems before securing more advanced qualifications is a barrier to their promotion out of lower skilled jobs into planning and decision-making positions. Alternative routes to qualifications other than formal full-time education/training will have to be found to accelerate the process of change in participation rates.

15. Thus far women's participation in formal industrial employment in developing countries has largely been limited to lower skill tasks in certain well-defined industries, such as clothing, textiles, food processing, electronics, where multinational organizations have exploited the passiveness and low cost of young female labour, especially in export processing zones. Not only is there need to ensure the best possible working conditions and terms of employment for women working in these concentrations of industrial activity but the totality of the female workers' needs should be recognized especially in terms of health care, education and training. A pattern of unrestrained exploitation of female labour for a period of their working lives cannot be in the long-term interests of either employers or employees, controlling financial interests or 'host' governments. Indeed there are significant advantages for all concerned if women's multiple roles in society are recognized and provided for with the necessary supporting services. What is required is a determined programme of advance on a broad front and at all levels to improve the terms and conditions of women's participation.

16. Other employment and income-earning opportunities must also be sought particularly in the expansion of self-employment, part-time businesses and informal sector activities. There can be no simple, standard solution to the creation of large numbers of income-earning opportunities in different developing countries since the rational response to each resource endowment or market opportunity will be different. However, given appropriate training in commercial and management skills and access to resources, there are substantial opportunities for women to undertake entrepreneurial or other business activities. There can however be no escape from the economic realities of small-scale industries; enterprises will only survive if their productive activities are viable in the longer term; they will only generate wealth for the individuals and the communities concerned if they are profitable; they will only provide additional employment opportunities if output grows in response to demand. Frmm this point of view it is regrettable that early attempts to provide other income-earning opportunities for women have focused so strongly on craft or similar activities where production is difficult to organize, competition is severe, and rewards are so limited. Alternative strategies to involve women more in the production and provision of basic goods and services, which are needed on a regular basis by most local communities, are likely to be more rewarding.

17. Development agencies, both public and private, can do much to facilitate and accelerate the integration of women in industrial development. First must come the establishment of longer-term aims, and the participation of women in fixing of immediate objectives and priorities. Next a concerted attempt will have to be made to raise consciousness and create awareness amongst women of the opportunities which already exist and how to approach them. The creation of contact groups and exchanges of views and experience will themselves generate further ideas and initiatives. Not only must there be a clear understanding of aims and objectives but in order to be credible there must be a patent commitment to these ends.

18. In the shorter term the aim must be to sensitize the planners and the decision-takers towards women's roles and conditions, and what needs to be done about changing these, and in the longer term to establish more formal mechanisms to further women's interests within the policy-making mechanisms of established organizations and institutions. This will require concerted pressure from outside the decision-making process and a determined effort to influence the decision-making process from within. In the industrial planning and development process itself, women's representatives and organizations will need to master planning techniques and to use them to further women's interests over an extended period.

19. The present situation is an amalgam of cultural tradition and the production systems which grew out of the industrial revolution; powerful vested interests work to preserve the 'status quo' which leaves the majority of women at a significant disadvantage. Yet women's contribution if properly integrated with the other agents of development, will amount to their effective participation and will transform the role and condition of the majority. The realization of this potential demands a social revolution to remove discrimination against women for the benefit of mankind as a whole. Women's participation in industrial activities is one of the most important aspects of the equal opportunity to which women are entitled as a basic right. An accelerated and more equitable pattern of development is not possible without women's contribution.